

**Trilateral Meeting Between
North Slope Borough Assembly &
North Slope Borough School District School Board of Education
& Iḷisaḡvik College Board of Trustees
8.11.2021**

[Report and summary](#)



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Executive Summary

On August 11, 2021, members from the North Slope Borough Assembly, North Slope Borough School District, and Iliisagvik Board of trustees gathered at the IHLC in Utqiagvik, Alaska to discuss ways in which they could improve education on the North Slope through sharing resources, building collective goals, and breaking down silos. While the meeting was productive, and discussions were passionate it was noted that there was not full representation of the school district at the meeting. The group spent time teambuilding, brainstorming barriers, and working on solutions and goals to move the group forward in a way that builds connections and breaks silos. The main themes of dialogue during the gathering are below and the consultant recommendations are on the following page.

1. There is a strong need “now” for all entities to work together with purpose and collective ingenuity to refocus on the founding members’ vision for education on the North Slope. The walls must come down, the connections must be built, and collective goals for sharing resources must be agreed to and continuously revisited.
2. The barriers to connectivity are high and the need for the ability to deliver distance education in the face of a pandemic as well as to augment or make up for the lack of consistent and necessary educational resources is critical. This group has the power to go after funding and work towards improving connectivity by applying pressure on providers and sharing resources to deliver what is needed for students across the North Slope.
3. New facilities and infrastructure are needed as well as an analysis on maximizing the use of current facilities and infrastructure in a shared and collaborative way.

Consultant recommendations

- The most critical and foundational task ahead is to create cohesion, trust, and collective goals between all three entities.
- Have the leadership of all three entities review goals and barriers contained in this document to make a proposal of the most impactful areas to focus on jointly, formally agree that this is the collective work.
- Assign joint task forces or project teams with the right expertise and authority to develop project plans and execute the work for each area prioritized.
- Have the task forces meet bi-weekly and report to the larger group quarterly until progress has proved out and you can determine the right meeting cadence. If you do not spend time together and apply resources to these initiatives, they will continue to be part of the revolving conversation.
- Have two summits a year to calibrate your joint plans, build trust and find innovations.
- Continue to build a culture of “Atauchikun” between all three groups, keep the vision at the forefront.

Potential operating model

No more than three priorities. Possibly start with two to maintain focus and keep from burnout/overload



Workshop outputs for:

Workforce development

IT, internet, broadband

Shared services, facilities and resources

Other: Funding, COVID, Language, Academic performance

Barriers and Solutions: Shared services, facilities, and resources

Barriers

- Shared M&O Plan (Accountability, Job security, Silos)
- Lack of respect of facility use
- Trades people teaching (Lack of trained locals + contractors, Lack of communication, Lack of knowledge of building plans)
- Upgrade aging infrastructure (Preventative maint, PRC Committee, School closure, Lack of \$\$\$)
- Inventory shared facilities for education (RLC renovation project oversight, Teleconference hours of operation limited, Library hours of operation)

Solutions

- NSB Funding allocations
- NSBSD state funding (student count)
- Central M&O (all three). Work order requests
- Be respectful – accountability, pride and ownership in facilities
- Train local skills/trades
- Powerplant cross training opportunities
- Temps OJT – actual training “Show them”
- ASRC Nutaaq program for North Slope
- Toyo Stoves, Pipes/Water
- Lobbyist for new campus, RLC, and district wide needs
- Education – New solutions, hands on training and repairs
- Partner with TNHA, trades to teach
- RLC/TOW
- NSB teleconference and IC student computers wifi

Goals and outcomes: Shared services, facilities, and resources

Goals	Action required	Outcomes	Owners	Evaluation mechanisms	Trust mechanisms
1. Trilateral meeting on M&O plan. Shared not consolidate	1. Training 2. Keep updated training with technology	Village own trilateral own staff/employers Common goals will strengthen us	NSB, Iisagvik, SD		Trusting process Agreeing to meet
2. New Education Campus	1. Secure funding 2. Secure location 3. Build it	North Slope Community center for education Excitement and pride with a great building Additional capacity, tech and opportunities	Residents	Measure Advanced knowledge and development Data and metrics	
3. Revamp teleconference hours for community use, study, and classes	1. Partner with school district teleconference	Additional learning opportunities			

Barriers and Solutions: Workforce Development

Barriers

- Lack of interest
- Funding
- Negative perceptions (Voc ed/ Higher ed)
- Few Student graduates
- Relevance (out of date)
- Not specific and matched to individual talents

Solutions

- How do we offer these things amicably?
- Get started
- Students and parents instilling values at home
- MYAC, Student council, support what students create (Assembly meetings and school board)
- More funding
- Change the level of importance these things are to daily life
- Evolving through partnerships
- Ownership (contracting local)
- Economic council (trends)
- Deep dive: legal mechanism like the power ANCSA connected to economic development and land rights
- Require an intro to vocational ed class
- Let students choose to do things they are good at
- Interdepartmental partnerships (high-ups) (structured outlines and plans that hold up consistently)
- Start them young
- Interdepartmental advertising

Goals and outcomes: Workforce development

Generational impacts for the empowerment/ independence of NSB

Goals	Action required	Outcomes	Owners	Evaluation mechanisms	Trust mechanisms
1. Secure funding	<ol style="list-style-type: none"> 1. Use VOICE to secure local, state, fed funding 2. Tie funding to Voc Ed and new science programs 	More funding sources, and coherent narrative for sustainability	ICAS, VOICE, ASRC, UIC, NSB +		
2. Youth involvement, kids @ table, Magnet youth	<ol style="list-style-type: none"> 1. Tailor it to local people 2. All levels working to get them excited (Social media coordination, Youth career fair, Motivational speakers) 3. Motivated students using their social media platforms to spread the news 	<p>Excited youth Clear career options Meaningful matching</p>		Reporting back →	Builds trust
3. Decentralize and build capacity (Barrow is the hub but how do we spread opportunities?)	<ol style="list-style-type: none"> 1. Local plans in place 2. Support system developed 	Gain everywhere with out losing anywhere			

Barriers and Solutions: Internet, IT, and Broadband

Barriers

- High cost/low speed
- Limited competition
- Hardware limitations and cost
- Limited infrastructure
- Aging infrastructure
- Low population
- ISP low ROI
- Weather
- Distance
- Quintillion - incomplete project
- Regulations/Legal

Solutions

- Partnership
- Shared costs
- Consortium of multiple entities
- Subsidization
- Tribal function
- Lobbying
- Arctic research
- BARC
- State/Federal Resources
- Common goals

Goals and outcomes: Internet, IT, and Broadband

Goals	Action required	Outcomes	Owners	Evaluation mechanisms	Trust mechanisms
1. Establish Consortium to negotiate	1. Develop partnership 2. Create common goals 3. Articulate and agreement	Higher speed Lower cost Get state/Fed grants Increased funding	NSB, NSBSD, Ilisagvik, ICAS, Tribes, City, Gov't	Lobbying opportunities # grants secured Decreased cost, increased speed Meetings with parties	Mutually assured benefit Putting the collective before the individual Being goal oriented Sufficient to ensure education success
2. Accommodate arctic research	1. Finish research facility 2. Partner with research entities	Above plus more partners sharing the cost or increasing funding	Above + Arctic research commission AEW		

Barriers and Solutions: Secondary Themes

Academic performance, Language, Funding, COVID

Barriers

- Silos between all organizations, autonomy, power and turf. All sharing a funding source (NSB)
- Funding challenges, need to have money to put infrastructure and staffing into place
- Teachers leaving
- Distance delivery challenges
- fewer and fewer native speakers
- Lack volunteers/full time employees to support language programs
- Overreliance on computer programs
- The desire to learn the language must come from within the person – have to have a personal drive within

Solutions

- Clearer communication – Between Boards and Organization. Transparency of work and goals
- Consolidate services to save money with shared goals and trust and equity in service delivery
- Tri-lateral budget hearings
- Need personal commitment from teachers, longevity
- Need to “grow our own” teachers
- Need to grow the Education Program at Ilisaġvik (which takes time)
- People do not want to/feel able to obtain the four-year degree to teach
- Senate bill just passed to get billions to fund local internet connections/infrastructure
- E-rate can be obtained by the district, but cannot be shared with the borough – need to have discussion with IT
- Teacher training on distance delivery best practices
- Learn from the It’s ok to stay program – Voc’ed
- “Walk the Talk”
- Starts at home
- Offer courses in the evening
- IHLC has grants that can support language revitalization
- Stop talking and start doing
- Mandate language classes for employment within the borough – get more people engaged learning the basics
- Allow three hours a week to work on coursework – like Ilisaġvik does with their employees (Borough has a salary increase for this already, but there’s not clarity about how that might be implemented)

Goals and outcomes: Secondary Themes

Academic performance, Language, Funding, COVID

Goals	Action required	Outcomes	Owners	Evaluation mechanisms	Trust mechanisms
1.TBD	1.TBD				
2. TBD	1.TBD				

Team needed more discussion time, however foundational issues such as Funding and COVID issues are largely covered in other goals

Back up Slides – Presentation materials

Opening remarks

Framework for opening remarks:

1. Introduction
2. One thing you are grateful for today.
3. The most important thing you feel we need to work on together or accomplish today.

NSB Assembly President, John Hopson, Jr.

NSBSD Board of Education President, Qaiyaan Harcharek

Board of Trustees Chairperson, Debby Edwardson

NSB Mayor Harry Brower, Jr.

NSBSD Acting Superintendent Rich Carlson

Iļisaġvik President, Justina Wilhelm

Overview

1. Team and trust activity
2. Set the tone and context
 - a. Level set on current status
 - b. Themes review from February
 - c. Partner briefs, what has shifted in the last six months in terms of priorities and challenges
3. Prioritization
 - a. Impact and effort of current themes
 - b. Impact and effort mapping
 - c. Finalize priority areas
4. Rotational planning
 - a. Goals, actions, outcomes, owners, evaluation of progress - trust mechanisms
5. Closing activities

Empathy - a key skill for building trust and relationships

Empathy is the ability to recognize, understand, and share the thoughts and feelings of another person. Developing empathy is crucial for establishing relationships and behaving compassionately. It involves experiencing another person's point of view, rather than just one's own, and enables prosocial or helping behaviors that come from within, rather than being forced.

Activity: Placing ourselves in each other shoes.

In trios - share one thing that worries you most if this group cannot be successful.

Each person listen intently and share back what you heard and how it impacted you

3 minutes per person



February Themes

Shared services, facilities, and resources

- Develop a shared M&O plan
- Upgrade or address aging infrastructure
- Inventory and identify shared facilities to be used for education
- Have trades people teach their trade as part of their job in the schools

Internet, IT and broadband

- Sharing connectivity
- IT resources
- Leveraging quintillion donation
- Implement a residential learning center

Workforce development

- Vocational and tech partnerships
- More local workers
- Training and apprenticeship opportunities
- Implement a residential learning center

Secondary themes:

Increase Academic performance

Support for homeschool programs
College prep and support for college students to stay at college

Inupiaq language preservation

Goal to develop more fluent speakers

Funding Challenges

COVID

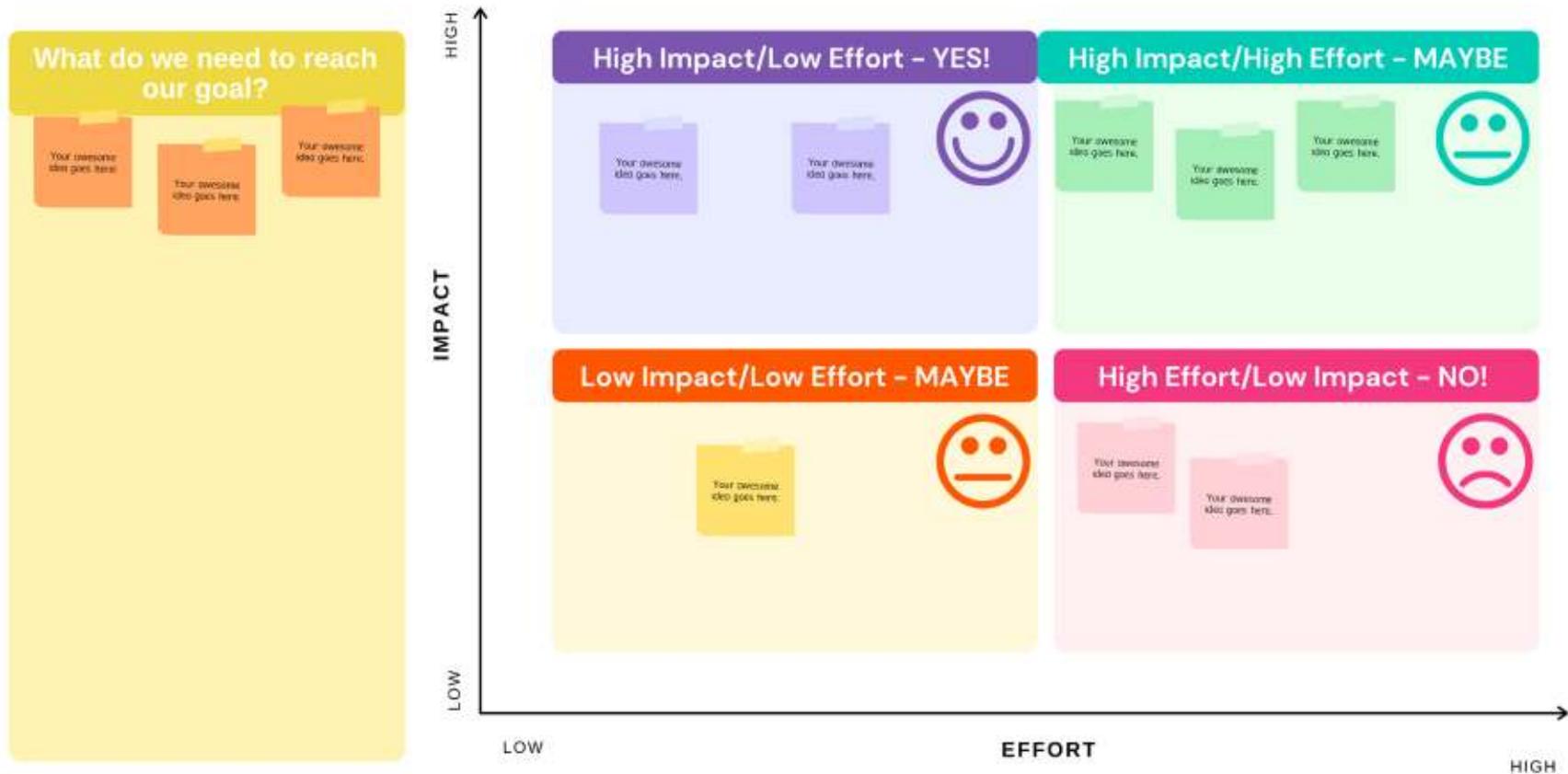
Partner briefs

What has changed in 6 months?

Priorities - Challenges - Areas for collaboration

Order of Update: Harry Brower - NSB, Rich Carlson - NSBSD, Justina Wilhelm - Ilisagvik

Impact/Effort Matrix



Rotational planning template

Goals	Action required	Outcomes	Owners	Evaluation mechanisms	Trust mechanisms

Quyanaqpak!!!!

Closing comments

End with a moment of gratitude and a statement of commitment to see the success of this work through.